

2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

Retirement
Plans
Comparison
Report

Environmental Protection Agency



Environmental Protection Agency

Retirement Plans Comparison Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results by demographics for your agency, including comparisons to governmentwide results.

Response Summary

	Surveys Completed
Governmentwide	486,105
Environmental Protection Agency	9,414
Within one year	406
Between one and three years	1,018
Between three and five years	1,084
Five or more years	6,443

Your Data

A Microsoft® Excel® file containing your results is embedded. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow exclude results for any demographic category that did not have at least 10 respondents answer the question.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Environmental Protection Agency	9,390	69.9%	14.6%	15.5%
Within one year	406	65.7%	15.1%	19.2%
Between one and three years	1,016	62.3%	19.0%	18.7%
Between three and five years	1,081	67.2%	17.3%	15.5%
Five or more years	6,428	72.6%	13.0%	14.4%

Environmental Protection Agency

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Environmental Protection Agency	9,368	72.3%	13.8%	13.9%
Within one year	405	71.0%	13.0%	16.1%
Between one and three years	1,008	70.7%	15.1%	14.2%
Between three and five years	1,078	72.7%	14.3%	13.0%
Five or more years	6,417	73.4%	13.2%	13.3%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Environmental Protection Agency	9,323	67.3%	15.6%	17.1%
Within one year	404	65.2%	15.9%	18.9%
Between one and three years	1,002	61.2%	17.9%	20.8%
Between three and five years	1,073	65.8%	16.4%	17.9%
Five or more years	6,388	69.5%	15.0%	15.4%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Environmental Protection Agency	9,369	76.4%	12.6%	11.0%
Within one year	406	69.8%	13.2%	17.0%
Between one and three years	1,012	73.3%	13.0%	13.7%
Between three and five years	1,079	77.6%	10.8%	11.6%
Five or more years	6,415	77.9%	12.4%	9.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Environmental Protection Agency	9,318	84.1%	10.1%	5.8%
Within one year	400	78.3%	11.4%	10.3%
Between one and three years	1,008	83.6%	9.3%	7.0%
Between three and five years	1,070	86.3%	8.5%	5.1%
Five or more years	6,382	84.8%	10.2%	5.0%

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My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Environmental Protection Agency	9,317	80.1%	11.0%	8.9%
Within one year	403	79.1%	10.4%	10.4%
Between one and three years	1,004	80.9%	10.5%	8.6%
Between three and five years	1,073	81.3%	10.5%	8.2%
Five or more years	6,388	80.5%	11.0%	8.5%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Environmental Protection Agency	9,372	96.4%	2.3%	1.4%
Within one year	405	92.6%	5.8%	1.5%
Between one and three years	1,013	95.6%	2.5%	2.0%
Between three and five years	1,077	96.0%	2.5%	1.4%
Five or more years	6,419	96.9%	1.8%	1.2%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Environmental Protection Agency	9,345	90.8%	7.5%	1.7%
Within one year	404	84.1%	13.2%	2.7%
Between one and three years	1,009	87.8%	9.9%	2.3%
Between three and five years	1,073	89.6%	8.6%	1.8%
Five or more years	6,402	92.0%	6.5%	1.4%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Environmental Protection Agency	9,366	39.9%	17.0%	43.1%	16
Within one year	404	41.5%	14.3%	44.2%	0
Between one and three years	1,012	38.0%	16.1%	46.0%	4
Between three and five years	1,078	40.8%	16.2%	43.0%	2
Five or more years	6,417	39.9%	17.4%	42.7%	5

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Environmental Protection Agency	9,346	57.5%	17.4%	25.1%	12
Within one year	402	59.6%	17.9%	22.5%	0
Between one and three years	1,009	56.0%	18.2%	25.8%	1
Between three and five years	1,077	58.0%	18.5%	23.4%	3
Five or more years	6,405	58.0%	16.8%	25.2%	5

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Environmental Protection Agency	9,220	60.7%	16.7%	22.6%	31
Within one year	397	60.0%	15.1%	24.8%	1
Between one and three years	996	56.7%	18.4%	24.9%	5
Between three and five years	1,045	60.1%	16.5%	23.4%	9
Five or more years	6,333	62.5%	16.6%	20.9%	14

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Environmental Protection Agency	9,309	82.3%	9.5%	8.1%	47
Within one year	404	77.9%	11.6%	10.5%	0
Between one and three years	1,006	80.3%	9.9%	9.8%	7
Between three and five years	1,068	82.5%	10.6%	6.9%	10
Five or more years	6,377	83.2%	9.0%	7.8%	27

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Environmental Protection Agency	9,270	90.6%	6.5%	2.9%	27
Within one year	399	83.2%	11.8%	5.0%	2
Between one and three years	994	88.7%	7.0%	4.3%	4
Between three and five years	1,063	91.5%	5.7%	2.8%	4
Five or more years	6,362	91.7%	5.9%	2.4%	14

Environmental Protection Agency Retirement Plans Comparison Report

My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Environmental Protection Agency	9,325	72.7%	12.7%	14.6%	24
Within one year	403	72.8%	13.3%	14.0%	2
Between one and three years	1,009	72.3%	14.4%	13.3%	1
Between three and five years	1,074	72.4%	12.9%	14.7%	5
Five or more years	6,384	73.2%	12.1%	14.7%	12

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Environmental Protection Agency	9,288	75.3%	12.9%	11.8%	89
Within one year	402	68.8%	16.6%	14.6%	3
Between one and three years	1,008	71.0%	15.0%	14.0%	6
Between three and five years	1,070	73.7%	13.8%	12.5%	11
Five or more years	6,356	77.6%	11.6%	10.7%	60

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Environmental Protection Agency	9,319	86.2%	9.9%	3.9%	25
Within one year	403	79.3%	15.9%	4.8%	0
Between one and three years	1,005	84.5%	11.6%	3.8%	4
Between three and five years	1,072	87.5%	9.6%	2.9%	3
Five or more years	6,384	87.1%	9.0%	3.9%	15

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Environmental Protection Agency	8,645	64.0%	19.0%	17.1%	686
Within one year	372	59.5%	19.7%	20.8%	30
Between one and three years	931	63.1%	18.1%	18.8%	80
Between three and five years	992	60.5%	21.7%	17.8%	83
Five or more years	5,929	65.9%	18.2%	15.9%	458

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My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Environmental Protection Agency	9,269	51.1%	24.4%	24.5%	95
Within one year	400	45.6%	28.8%	25.6%	5
Between one and three years	999	46.4%	27.2%	26.4%	8
Between three and five years	1,063	49.0%	26.2%	24.8%	12
Five or more years	6,359	53.3%	22.9%	23.8%	60

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Environmental Protection Agency	9,233	65.4%	15.2%	19.4%	169
Within one year	398	57.3%	16.7%	26.0%	7
Between one and three years	996	65.5%	15.8%	18.6%	22
Between three and five years	1,064	63.3%	16.1%	20.6%	17
Five or more years	6,326	67.1%	14.4%	18.6%	112

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Environmental Protection Agency	9,400	83.2%	9.5%	7.3%
Within one year	405	85.3%	7.8%	6.9%
Between one and three years	1,016	82.8%	9.7%	7.5%
Between three and five years	1,082	85.7%	7.6%	6.7%
Five or more years	6,436	83.2%	9.6%	7.1%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Environmental Protection Agency	9,054	42.6%	21.7%	35.6%	331
Within one year	393	40.0%	19.4%	40.6%	13
Between one and three years	965	40.8%	21.3%	37.9%	46
Between three and five years	1,045	41.7%	21.6%	36.7%	36
Five or more years	6,221	43.5%	21.6%	34.9%	211

Environmental Protection Agency

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My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Environmental Protection Agency	8,519	42.1%	27.7%	30.1%	840
Within one year	375	41.9%	28.6%	29.5%	31
Between one and three years	929	39.6%	27.7%	32.7%	80
Between three and five years	992	39.7%	28.9%	31.4%	86
Five or more years	5,825	43.5%	27.2%	29.4%	584

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Environmental Protection Agency	8,029	31.6%	31.3%	37.1%	1,338
Within one year	371	32.5%	35.4%	32.0%	34
Between one and three years	870	32.1%	33.6%	34.3%	143
Between three and five years	936	32.8%	33.2%	33.9%	141
Five or more years	5,462	31.5%	29.8%	38.6%	959

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Environmental Protection Agency	8,497	39.5%	28.8%	31.6%	872
Within one year	384	41.9%	29.7%	28.4%	19
Between one and three years	922	36.1%	34.1%	29.8%	91
Between three and five years	988	41.8%	28.5%	29.7%	93
Five or more years	5,802	40.0%	27.9%	32.1%	617

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Environmental Protection Agency	8,309	50.1%	24.2%	25.7%	1,029
Within one year	377	51.9%	22.0%	26.1%	28
Between one and three years	930	50.0%	24.8%	25.3%	80
Between three and five years	976	48.6%	26.2%	25.2%	99
Five or more years	5,642	50.9%	23.6%	25.5%	754

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Environmental Protection Agency	9,296	79.9%	10.7%	9.5%	46
Within one year	400	79.5%	10.3%	10.2%	2
Between one and three years	1,006	79.6%	10.9%	9.5%	4
Between three and five years	1,069	78.2%	11.4%	10.5%	6
Five or more years	6,375	80.6%	10.4%	9.0%	28

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Environmental Protection Agency	8,893	57.3%	28.8%	13.9%	474
Within one year	389	52.3%	32.3%	15.4%	16
Between one and three years	965	52.0%	31.5%	16.5%	48
Between three and five years	1,044	51.2%	33.5%	15.3%	38
Five or more years	6,077	60.1%	26.8%	13.1%	340

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Environmental Protection Agency	9,385	90.6%	7.9%	1.5%
Within one year	404	89.6%	8.8%	1.6%
Between one and three years	1,015	90.6%	8.2%	1.2%
Between three and five years	1,082	91.7%	7.1%	1.2%
Five or more years	6,437	91.0%	7.6%	1.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Environmental Protection Agency	9,092	75.4%	14.5%	10.1%	174
Within one year	392	75.3%	14.7%	10.0%	9
Between one and three years	991	71.9%	15.8%	12.2%	22
Between three and five years	1,059	73.3%	16.0%	10.7%	21
Five or more years	6,302	76.7%	13.9%	9.4%	103

Environmental Protection Agency

Retirement Plans Comparison Report

My Agency (continued)

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Environmental Protection Agency	8,995	48.0%	23.3%	28.6%	281
Within one year	391	50.0%	20.9%	29.0%	12
Between one and three years	973	46.4%	23.0%	30.6%	40
Between three and five years	1,051	49.2%	23.1%	27.7%	30
Five or more years	6,227	48.8%	23.4%	27.9%	182

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Environmental Protection Agency	9,075	60.3%	20.5%	19.2%	209
Within one year	397	61.8%	18.9%	19.3%	8
Between one and three years	990	56.7%	22.4%	20.9%	24
Between three and five years	1,056	58.6%	21.8%	19.6%	21
Five or more years	6,277	62.0%	19.6%	18.4%	141

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Environmental Protection Agency	8,918	49.3%	26.5%	24.2%	326
Within one year	390	52.2%	22.9%	24.9%	15
Between one and three years	962	46.3%	26.2%	27.5%	46
Between three and five years	1,044	48.1%	27.3%	24.6%	32
Five or more years	6,168	50.5%	26.7%	22.9%	218

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Environmental Protection Agency	8,322	22.8%	31.7%	45.5%	939
Within one year	366	21.7%	38.7%	39.7%	36
Between one and three years	908	20.3%	36.4%	43.3%	103
Between three and five years	980	23.2%	30.7%	46.1%	94
Five or more years	5,750	23.5%	30.6%	45.9%	656

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My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Environmental Protection Agency	8,690	63.8%	22.4%	13.8%	575
Within one year	387	65.4%	22.2%	12.3%	17
Between one and three years	947	65.3%	22.6%	12.1%	62
Between three and five years	1,023	64.7%	21.9%	13.4%	55
Five or more years	5,996	64.1%	22.0%	13.9%	412

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Environmental Protection Agency	9,120	84.6%	10.4%	4.9%	160
Within one year	395	83.4%	10.4%	6.2%	9
Between one and three years	996	83.0%	12.1%	4.9%	19
Between three and five years	1,059	83.1%	11.3%	5.5%	16
Five or more years	6,315	85.6%	9.8%	4.5%	104

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Environmental Protection Agency	9,158	84.7%	11.1%	4.2%	89
Within one year	398	84.2%	11.3%	4.6%	5
Between one and three years	1,000	83.9%	12.5%	3.7%	10
Between three and five years	1,071	84.9%	10.2%	4.9%	7
Five or more years	6,334	85.4%	10.6%	4.0%	57

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Environmental Protection Agency	8,570	57.2%	21.6%	21.3%	693
Within one year	381	58.2%	20.5%	21.4%	22
Between one and three years	952	54.4%	21.9%	23.7%	63
Between three and five years	1,003	53.1%	26.2%	20.7%	76
Five or more years	5,921	59.1%	20.5%	20.4%	481

Environmental Protection Agency Retirement Plans Comparison Report

My Agency (continued)

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Environmental Protection Agency	8,226	72.3%	16.9%	10.8%	1,011
Within one year	368	71.6%	16.6%	11.7%	34
Between one and three years	899	68.4%	19.5%	12.1%	108
Between three and five years	969	69.5%	19.2%	11.3%	106
Five or more years	5,692	74.2%	15.6%	10.1%	698

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Environmental Protection Agency	9,143	72.4%	15.8%	11.8%	128
Within one year	401	68.4%	15.0%	16.6%	4
Between one and three years	993	67.6%	18.3%	14.1%	20
Between three and five years	1,057	72.8%	14.9%	12.3%	18
Five or more years	6,334	73.9%	15.3%	10.8%	80

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Environmental Protection Agency	9,270	66.7%	18.4%	14.9%
Within one year	405	59.0%	20.6%	20.4%
Between one and three years	1,016	61.3%	20.3%	18.4%
Between three and five years	1,077	65.4%	18.6%	16.0%
Five or more years	6,418	69.1%	17.6%	13.3%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Environmental Protection Agency	8,438	41.3%	27.5%	31.2%	857
Within one year	376	37.9%	29.7%	32.4%	30
Between one and three years	931	36.3%	28.5%	35.1%	87
Between three and five years	978	41.6%	28.5%	29.9%	105
Five or more years	5,840	42.8%	26.9%	30.3%	592

Environmental Protection Agency

Retirement Plans Comparison Report

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Environmental Protection Agency	9,239	88.8%	6.4%	4.7%	46
Within one year	403	84.9%	9.0%	6.1%	1
Between one and three years	1,009	87.1%	8.6%	4.3%	7
Between three and five years	1,072	88.0%	7.7%	4.3%	10
Five or more years	6,414	90.1%	5.4%	4.5%	25

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Environmental Protection Agency	9,230	76.2%	12.7%	11.0%	35
Within one year	403	68.6%	17.3%	14.1%	2
Between one and three years	1,009	70.5%	17.4%	12.2%	2
Between three and five years	1,077	71.9%	15.0%	13.2%	3
Five or more years	6,401	79.2%	11.0%	9.8%	24

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Environmental Protection Agency	9,169	72.4%	14.7%	13.0%	58
Within one year	405	64.8%	18.6%	16.6%	0
Between one and three years	996	67.8%	17.9%	14.3%	8
Between three and five years	1,069	67.6%	18.7%	13.7%	4
Five or more years	6,364	75.2%	12.9%	11.9%	41

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Environmental Protection Agency	8,393	76.2%	17.7%	6.0%	851
Within one year	371	70.7%	22.0%	7.3%	33
Between one and three years	918	72.8%	21.3%	5.9%	92
Between three and five years	977	73.0%	20.8%	6.1%	100
Five or more years	5,842	78.3%	15.9%	5.8%	572

Environmental Protection Agency

Retirement Plans Comparison Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Environmental Protection Agency	9,202	68.8%	17.6%	13.6%	39
Within one year	400	60.7%	23.4%	15.9%	1
Between one and three years	1,007	62.8%	23.1%	14.1%	5
Between three and five years	1,073	64.9%	21.0%	14.1%	2
Five or more years	6,390	71.7%	15.4%	13.0%	24

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Environmental Protection Agency	9,124	75.6%	13.9%	10.4%	137
Within one year	395	71.2%	15.5%	13.3%	9
Between one and three years	988	72.1%	17.3%	10.6%	22
Between three and five years	1,057	73.3%	16.2%	10.5%	22
Five or more years	6,355	77.4%	12.7%	9.9%	71

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Environmental Protection Agency	9,278	84.7%	7.9%	7.4%
Within one year	404	81.8%	8.7%	9.5%
Between one and three years	1,016	84.1%	8.7%	7.3%
Between three and five years	1,084	80.5%	10.7%	8.8%
Five or more years	6,437	86.2%	7.1%	6.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Environmental Protection Agency	9,257	87.4%	6.8%	5.8%
Within one year	405	84.2%	7.9%	8.0%
Between one and three years	1,013	85.9%	8.1%	6.0%
Between three and five years	1,079	83.7%	9.4%	6.9%
Five or more years	6,421	89.0%	5.9%	5.1%

Environmental Protection Agency

Retirement Plans Comparison Report

My Supervisor (continued)

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Environmental Protection Agency	9,256	91.7%	4.6%	3.7%
Within one year	405	89.1%	6.2%	4.7%
Between one and three years	1,011	90.4%	6.1%	3.5%
Between three and five years	1,080	89.9%	5.9%	4.2%
Five or more years	6,424	92.6%	4.0%	3.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Environmental Protection Agency	9,258	76.2%	12.8%	11.1%
Within one year	401	72.3%	14.0%	13.8%
Between one and three years	1,014	73.6%	14.5%	11.8%
Between three and five years	1,079	73.0%	13.8%	13.2%
Five or more years	6,427	78.2%	11.8%	9.9%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Environmental Protection Agency	9,269	79.7%	12.8%	7.5%
Within one year	405	75.2%	14.0%	10.8%
Between one and three years	1,014	78.1%	12.4%	9.6%
Between three and five years	1,081	76.3%	15.8%	7.9%
Five or more years	6,437	81.5%	11.9%	6.7%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Environmental Protection Agency	9,041	38.7%	23.1%	38.2%	191
Within one year	400	35.9%	22.1%	42.1%	6
Between one and three years	989	36.7%	24.0%	39.3%	28
Between three and five years	1,069	36.5%	26.3%	37.2%	12
Five or more years	6,300	40.1%	22.4%	37.6%	129

Environmental Protection Agency

Retirement Plans Comparison Report

Leadership (continued)

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Environmental Protection Agency	8,575	49.1%	22.4%	28.5%	633
Within one year	387	46.7%	21.5%	31.8%	17
Between one and three years	933	46.8%	23.2%	30.0%	82
Between three and five years	1,001	47.3%	25.8%	26.9%	79
Five or more years	5,994	50.4%	21.7%	27.9%	420

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Environmental Protection Agency	8,628	72.8%	17.0%	10.2%	547
Within one year	375	70.7%	20.1%	9.1%	30
Between one and three years	934	67.4%	20.5%	12.0%	77
Between three and five years	1,009	70.2%	20.1%	9.7%	61
Five or more years	6,046	74.9%	15.5%	9.7%	352

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Environmental Protection Agency	9,055	65.2%	19.1%	15.7%	121
Within one year	392	61.0%	20.6%	18.4%	9
Between one and three years	996	61.6%	21.7%	16.8%	14
Between three and five years	1,056	63.7%	20.9%	15.4%	18
Five or more years	6,332	66.8%	18.1%	15.1%	70

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Environmental Protection Agency	8,506	66.8%	21.1%	12.1%	656
Within one year	372	62.9%	22.8%	14.4%	30
Between one and three years	937	60.8%	24.6%	14.6%	69
Between three and five years	1,000	64.4%	24.6%	11.1%	74
Five or more years	5,943	69.1%	19.6%	11.3%	447

Environmental Protection Agency

Retirement Plans Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Environmental Protection Agency	8,890	60.3%	20.1%	19.5%	292
Within one year	384	58.5%	20.3%	21.2%	19
Between one and three years	970	55.8%	22.2%	22.1%	40
Between three and five years	1,038	59.3%	22.8%	18.0%	36
Five or more years	6,234	61.9%	19.4%	18.8%	177

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Environmental Protection Agency	8,915	65.0%	19.2%	15.8%	275
Within one year	388	63.8%	20.7%	15.5%	16
Between one and three years	967	59.8%	21.9%	18.3%	43
Between three and five years	1,042	62.9%	22.2%	14.9%	38
Five or more years	6,249	66.7%	18.2%	15.1%	158

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Environmental Protection Agency	8,847	68.1%	20.1%	11.8%	357
Within one year	386	64.1%	19.6%	16.3%	19
Between one and three years	981	62.7%	23.4%	13.9%	35
Between three and five years	1,039	65.2%	22.0%	12.8%	41
Five or more years	6,186	70.2%	19.1%	10.7%	239

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Environmental Protection Agency	9,030	48.2%	21.7%	30.1%	167
Within one year	399	43.5%	17.0%	39.5%	5
Between one and three years	997	43.6%	23.2%	33.2%	17
Between three and five years	1,066	45.5%	24.8%	29.7%	14
Five or more years	6,297	50.1%	21.1%	28.9%	123

Environmental Protection Agency

Retirement Plans Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Environmental Protection Agency	7,922	63.3%	23.9%	12.7%	1,285
Within one year	358	58.0%	26.8%	15.2%	47
Between one and three years	892	58.0%	28.3%	13.7%	125
Between three and five years	931	62.9%	25.7%	11.3%	150
Five or more years	5,510	65.0%	22.5%	12.5%	916

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Environmental Protection Agency	9,182	56.8%	21.2%	22.0%
Within one year	404	55.8%	18.6%	25.7%
Between one and three years	1,015	52.3%	24.3%	23.4%
Between three and five years	1,081	54.3%	22.8%	22.9%
Five or more years	6,424	58.9%	20.4%	20.8%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,501	50.3%	23.0%	26.8%
Environmental Protection Agency	9,178	54.2%	21.1%	24.7%
Within one year	406	54.7%	19.4%	25.9%
Between one and three years	1,016	54.1%	21.9%	24.0%
Between three and five years	1,079	54.2%	22.5%	23.3%
Five or more years	6,419	54.9%	20.5%	24.6%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Environmental Protection Agency	9,151	58.8%	20.9%	20.3%
Within one year	404	58.9%	19.2%	21.9%
Between one and three years	1,015	57.3%	21.9%	20.8%
Between three and five years	1,076	56.0%	22.0%	21.9%
Five or more years	6,401	60.1%	20.3%	19.6%

Environmental Protection Agency

Retirement Plans Comparison Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Environmental Protection Agency	9,144	39.4%	27.6%	33.0%
Within one year	404	37.9%	22.8%	39.3%
Between one and three years	1,015	35.3%	29.9%	34.8%
Between three and five years	1,070	40.2%	28.6%	31.3%
Five or more years	6,403	40.6%	27.2%	32.2%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Environmental Protection Agency	9,147	33.5%	31.7%	34.8%
Within one year	402	34.1%	33.5%	32.4%
Between one and three years	1,008	28.8%	37.5%	33.7%
Between three and five years	1,079	31.9%	34.3%	33.7%
Five or more years	6,405	35.0%	30.1%	34.9%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Environmental Protection Agency	9,145	54.1%	26.2%	19.7%
Within one year	403	54.4%	27.6%	17.9%
Between one and three years	1,010	49.8%	29.5%	20.7%
Between three and five years	1,075	52.2%	29.9%	17.9%
Five or more years	6,400	55.8%	24.4%	19.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Environmental Protection Agency	9,163	70.2%	16.5%	13.3%
Within one year	402	60.2%	15.9%	23.9%
Between one and three years	1,012	67.8%	17.0%	15.2%
Between three and five years	1,077	70.1%	18.0%	12.0%
Five or more years	6,417	71.9%	15.9%	12.2%

Environmental Protection Agency

Retirement Plans Comparison Report

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Environmental Protection Agency	9,163	69.3%	15.1%	15.6%
Within one year	404	74.2%	12.7%	13.1%
Between one and three years	1,010	70.5%	13.8%	15.6%
Between three and five years	1,073	70.3%	15.9%	13.8%
Five or more years	6,418	69.2%	14.9%	15.9%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Environmental Protection Agency	9,165	59.8%	21.0%	19.3%
Within one year	404	55.8%	16.0%	28.2%
Between one and three years	1,014	53.3%	23.0%	23.7%
Between three and five years	1,078	58.5%	21.7%	19.8%
Five or more years	6,414	62.0%	20.5%	17.5%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Environmental Protection Agency	9,140	90.3%	2.7%	3.5%	3.4%
Within one year	404	92.2%	1.9%	2.1%	3.8%
Between one and three years	1,007	88.6%	2.8%	5.0%	3.6%
Between three and five years	1,072	90.7%	3.0%	3.0%	3.2%
Five or more years	6,407	90.6%	2.6%	3.4%	3.4%

73. Please select the response below that BEST describes your current teleworking situation.

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Environmental Protection Agency	9,170	3.4%	47.3%	12.2%	19.7%
Within one year	403	5.6%	37.3%	11.6%	25.1%
Between one and three years	1,014	4.5%	41.1%	10.4%	18.9%
Between three and five years	1,082	3.8%	45.0%	10.9%	21.6%
Five or more years	6,427	3.1%	49.3%	12.8%	19.3%

(continued)

Environmental Protection Agency Retirement Plans Comparison Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Environmental Protection Agency	9,170	2.0%	1.0%	2.6%	11.7%
Within one year	403	1.5%	1.8%	1.0%	16.1%
Between one and three years	1,014	1.7%	1.6%	3.0%	18.7%
Between three and five years	1,082	2.2%	0.9%	2.1%	13.4%
Five or more years	6,427	2.0%	0.8%	2.7%	9.9%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Environmental Protection Agency	9,121	66.0%	31.6%	2.4%
Within one year	404	63.0%	34.4%	2.6%
Between one and three years	1,004	64.3%	33.2%	2.5%
Between three and five years	1,071	65.9%	31.1%	3.0%
Five or more years	6,397	66.6%	31.2%	2.2%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	464,589	26.4%	61.9%	11.7%
Environmental Protection Agency	9,119	37.8%	58.8%	3.4%
Within one year	402	31.7%	64.0%	4.3%
Between one and three years	1,009	34.1%	63.0%	2.9%
Between three and five years	1,071	36.9%	59.6%	3.5%
Five or more years	6,397	39.2%	57.4%	3.4%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Environmental Protection Agency	9,073	12.5%	85.4%	2.1%
Within one year	400	13.4%	85.8%	0.8%
Between one and three years	1,003	13.4%	84.9%	1.7%
Between three and five years	1,068	13.6%	85.2%	1.2%
Five or more years	6,362	12.3%	85.5%	2.3%

Environmental Protection Agency Retirement Plans Comparison Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	464,201	3.4%	79.8%	16.8%
Environmental Protection Agency	9,101	3.0%	85.5%	11.4%
Within one year	402	1.4%	87.9%	10.7%
Between one and three years	1,004	2.2%	88.9%	8.9%
Between three and five years	1,071	1.1%	90.2%	8.8%
Five or more years	6,381	3.6%	84.0%	12.4%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	464,386	2.2%	81.1%	16.7%
Environmental Protection Agency	9,100	2.4%	85.6%	12.0%
Within one year	401	2.8%	84.0%	13.2%
Between one and three years	1,002	3.8%	85.1%	11.1%
Between three and five years	1,074	1.9%	87.5%	10.5%
Five or more years	6,381	2.2%	85.5%	12.3%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Environmental Protection Agency	7,546	88.1%	7.3%	4.7%	55
Within one year	317	84.4%	9.8%	5.8%	4
Between one and three years	765	89.0%	6.9%	4.1%	2
Between three and five years	869	87.2%	8.4%	4.4%	6
Five or more years	5,400	88.7%	6.7%	4.6%	40

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Environmental Protection Agency	5,984	94.0%	4.0%	2.0%	76
Within one year	252	93.5%	5.7%	0.8%	3
Between one and three years	648	94.4%	3.8%	1.9%	9
Between three and five years	700	92.8%	5.0%	2.1%	7
Five or more years	4,240	94.4%	3.7%	2.0%	49

**The results for this item only include employees who indicated that they participated in this program.*

Environmental Protection Agency Retirement Plans Comparison Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Environmental Protection Agency	3,380	86.1%	11.1%	2.8%	113
Within one year	125	87.8%	8.9%	3.3%	4
Between one and three years	338	86.0%	12.1%	1.9%	15
Between three and five years	386	84.7%	13.4%	1.9%	13
Five or more years	2,454	86.6%	10.4%	3.0%	74

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Environmental Protection Agency	1,111	81.9%	13.3%	4.8%	135
Within one year	56	80.8%	15.7%	3.6%	3
Between one and three years	130	86.0%	11.3%	2.7%	23
Between three and five years	145	80.0%	18.3%	1.7%	13
Five or more years	761	82.5%	11.9%	5.7%	89

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Environmental Protection Agency	259	74.6%	20.9%	4.5%	113
Within one year	<10	--	--	--	--
Between one and three years	18	78.2%	21.8%	0.0%	17
Between three and five years	12	72.4%	27.6%	0.0%	12
Five or more years	215	75.2%	19.4%	5.4%	77

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Environmental Protection Agency	209	71.1%	26.1%	2.8%	96
Within one year	10	78.9%	21.1%	0.0%	5
Between one and three years	31	90.2%	9.8%	0.0%	22
Between three and five years	22	63.3%	36.7%	0.0%	8
Five or more years	141	67.3%	28.5%	4.2%	58

**The results for this item only include employees who indicated that they participated in this program.*